

GROUP I & IA 25 YEAR PLAN

Minimum Service Retirement Qualifications	After the accumulation of 25 years of creditable service or at age 62, whichever occurs first.
Creditable Service Percentage for Calculation	2% per eligible year of service up to a maximum of 100%.
Salary used for Calculation	Highest consecutive 12 months out of the 5 years immediately preceding retirement.
Benefit Payment Structure	Benefit payments are lifetime payments and commence upon retirement at 25 years of creditable service or age 62.
ERIP Benefits	Eligible to "drop" 1,2 or 3 whole years after 26, 27, 28 or more years of service and receive a lump sum payment.
Vesting Benefits	Calculated as a Service Retirement upon election after 10 and before 25 years of creditable service. Benefit payment commences at age 62.
Disability Benefits	Calculated like a Service Retirement based on the actual number of years worked. Special qualifications and Board approval apply. Vesting period for Disability is 10 years.
Employee Contribution Percentage	Effective 1/1/2014 employees will contribute 7% of their eligible wages to their retirement plan with the potential of a future 1% increase on or after 1/1/2015.
Non-Employee Contributions	The City of Montgomery contributes to the funding of the System on behalf of the participating employee an amount determined annually by the System actuary. This amount is non-refundable to the employee upon termination of employment.
Refunds Due To Termination	Upon termination of employment the employee is eligible for a refund of their contributions only.
Transition Election	A 20 Year Plan employee may elect in the 90 days following the 25 th anniversary of their date of membership to transition to the 25 Year Plan.
Accumulation of Contributions Balance	Employee's contributions only.
Prior Time Buy-Backs	Prior time buy-back eligible.